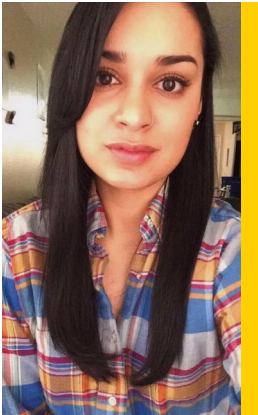


Pride Month

Achievers Award Profiles



Stephanie Guardado, R.N.

*Team Lead
Suburban Hospital*

Stephanie Guardado is very open about being LGBTQ+, and proudly educates those around her about the adversities those in the community may face. She has advised colleagues about how to appropriately ask patients their pronouns to allow a safe space for patients to share their preference. She is also a great resource for those who have questions and want to learn more about the LGBTQ+ community.

In June 2023, Guardado gave a presentation about LGBTQ+ patients and how to navigate being a care team member to them. The presentation was shared as a resource for those who either had questions or needed a refresher. She also wears a little rainbow on

her badge to show other team members, families and patients of the LGBTQ+ community that she is a safe person to be around and an ally.

Guardado continues to grow in her profession, becoming a nurse clinician 3, being an active member in a counsel, and also a team lead on her home unit. She can be counted on to give a helping hand, collaborate on ideas or be a sounding board about personal frustrations. Additionally, she is bilingual and a proud member of the Spanish-speaking community who advocates for fair and equal care of Spanish-speaking patients.

Pride Month

Achievers Award Profiles



Kathryn Logan, D.P.T.

*Team Coordinator
The Johns Hopkins Hospital*

Kathryn Logan is the acute care therapy services representative for the physical medicine and rehabilitation department diversity, equity and inclusion committee. As part of her responsibilities, Logan presents monthly during the acute care services (ACS) department meeting. Some of the topics she has presented include cultural humility, microaggressions, gender inclusivity, Disability Pride Month, housing insecurity, poverty, antiracism and neurodivergence. These presentations not only focus on different aspects of diversity, equity and inclusion, but also provide staff with tools and resources — via book recommendations, article recommendations and websites — to further their understanding and personal growth.

Logan is leading the creation of the ACS department's DEI multidisciplinary annual competency for fiscal year 2024. The competency will be required for all members of the ACS department and will incorporate case-based examples that simulate real-life experiences of patients who are of minority groups or those who may have faced discrimination or microaggressions based on race, ethnicity, sexuality, gender identity, body habitus or other factors. The competency will give

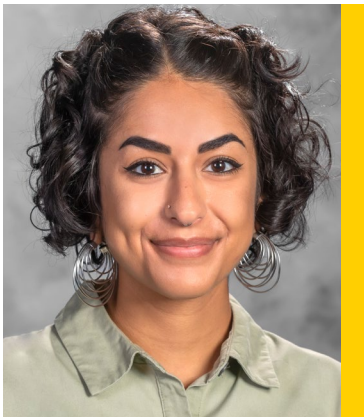
therapists the opportunity to practice communication and problem-solving skills when faced with challenging or sensitive situations during interactions with patients and their families. It will also allow therapists to discuss and reflect with each other in small groups to learn from the experiences and recommendations of others.

Logan is a mentor and volunteer in the Baltimore P-TECH Pathways in Technology Early College High Schools. This national program creates a school-to-industry pipeline for students in STEM fields. She also volunteers at the Maryland Food Bank processing center and for a free book exchange/library program in her community. She encourages those around her to get involved in their community, and does her best to support them along the way.

Logan leads with integrity and brings energy, enthusiasm and a solution-based attitude to every table at which she has the privilege of sitting. When discussing new ideas, her contributions are solution based. Her efforts are always focused on building a strong and capable team.

Pride Month

Achievers Award Profiles



Kiara Monroe

*Senior Development Coordinator
Johns Hopkins All Children's Hospital*

Kiara Monroe is senior development coordinator for the Johns Hopkins All Children's Foundation. In this role, they coordinate fundraising efforts to support critical research, programs and equipment in our hospital. They also manage outreach for Children's Miracle Network Hospitals, local causes and corporate teams by soliciting donations for our hospital's restricted and unrestricted use. The Foundation raises approximately \$20 million annually, of which \$3.5 million is raised within the department Monroe directly supports. These funds are used to maintain the health and wellness of children and families in the hospital. Monroe is also an active employee resource group (ERG) member at Johns Hopkins All Children's Hospital, supporting our outreach at St. Pete Family Pride Day. They are intentional and play an integral role in advocating and supporting other LGBTQIA+ and gender-diverse staff members.

Monroe is committed and passionate about serving our local community through their work. They are highly creative and offer innovative ideas for improving our outreach efforts. Monroe inspires others to be and achieve their best by modeling this in their work. They lead with humility and grace and always display the courage to do the right thing. Monroe advocates for and embraces the diversity and intersectionality of our patients and families. They are an enormous advocate within and outside of our ERG for LGBTQIA+ individuals and communities. They are incredibly supportive colleagues to those within and outside their department. Those in the Foundation praise Monroe and the creative skills they bring to their team. Monroe is an employee who embodies JHM's core values and lives by them.